

## Service Obligation

### Service

*LRP participants must serve their contracted period in a site identified by the IHS as an approved site.* The IHS annually ranks all sites in the IHS and other Indian health programs in order of priority by position. Priority is given to those sites that have the greatest vacancy rates and need.

### Matching to a Site

Applicants are encouraged to work with Dr. Tim Lozon (See Appendix A) for employment opportunities. Until an offer of employment at an approved LRP site, no applicants may be selected for participation in the LRP until they have first agreed to begin service at an approved IHS or other Indian health program site before the end of FY 2003 (September 30, 2003).

Applicants and their spouses may have the opportunity for one trip, at Government expense, to visit one or more sites for employment interviews with site directors, subject to availability of funds. *Site visits must be arranged by contacting the appropriate IHS Health Professions Recruiter (See Appendix A).*

### Employment Options

All participants entering the LRP will be employed for their service periods under salaried appointments either as commissioned officers in the Commissioned Corps of the U.S. Public Health Service or as general schedule (GS) employees in the Civil Service personnel system of the IHS; as an employee of a tribal program conducted under an Indian Self Determination Act (P.L. 93-638) contract; as an employee of an urban Indian program assisted under Title V of the IHClA; or as an employee of a "Buy Indian" program. *Each participant who serves in the IHS will be asked to sign an affidavit indicating that he/she understands the differences between the two IHS personnel systems and is able to make an informed decision to participate in one of the systems. Participants must maintain a satisfactory level of employee performance at his/her employment/ approved site. Failure to meet employment performance standards may result in termination of employment and subsequently cause a participant to breach his/her LRP contract (see Termination section).*